



King County

Invites Applications for the Position of:

Noxious Weed Control Specialist I Field Assistant

King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

CLOSING DATE/TIME: Sunday, February 12, 2023 11:59 PM PST

SALARY: \$30.3375 - \$38.4546 Hourly

WORK LOCATION: Seattle Regional Area

JOB TYPE: Short-Term Temporary (STT), April-October 2023

DEPARTMENT: DNRP - Natural Resources & Parks

SUMMARY: King County's Noxious Weed Control Program Unit is currently seeking three candidates for the position of **Field Assistant**. The King County Noxious Weed Control Program works to prevent and reduce the economic, environmental and social impacts of noxious weeds in King County. The program's focus is to achieve voluntary control of listed noxious weeds through education and technical assistance to landowners.

We are looking for motivated, resourceful, diligent, and field-savvy team players to carry out noxious weed control work. The ideal candidates will learn to use Integrated Pest Management (IPM) strategies to control noxious weeds in a variety of ecosystems. The persons will work closely with the Noxious Weed Specialists and private landowners to control noxious weeds across King County. Activities may include manual and chemical control; vegetation surveys via vehicle, boat, and by foot; data collection; and associated office tasks. These persons will work in challenging outdoor conditions. We are seeking several candidates to start in early April. For more information about the program, please see: www.kingcounty.gov/weeds

ABOUT OUR DIVISION: The Water and Land Resources Division (WLRD) safeguards King County's water and land resources by providing services that protect public health and safety and yield significant environmental benefits. WLRD employs scientists, engineers, policy experts, ecologists, and project managers dedicated to protecting the health and integrity of King County's natural resources, so that they can be enjoyed today and for generations to come.

Commitment to Equity and Social Justice:

As the only jurisdiction in the world named after Dr. Martin Luther King, Jr., one of the most influential civil rights leaders in our nation's history, King County is a vibrant international community with residents that represent countries from around the world. It is a region with increasing diversity that cherishes the traditions of many cultures.

We have a deep commitment to equity and social justice and advancing practices, strategies, and policies that promote fairness, justice, and opportunity for all – in our workplaces and our communities. With this commitment, King County has adopted a pro-equity agenda to advance regional change and ensure that residents from vulnerable communities are incorporated into our emergency planning and public outreach efforts. To learn more, please visit <http://www.kingcounty.gov/equity>

WHO MAY APPLY: These positions are open to all qualified applicants. This STT position works seasonally – up to 6 months or 960 hours per year (April-October).

Telecommuting Requirement

The office work associated with this position will be performed remotely on a permanent basis. The majority of the time, the employee will be required to report to a King County field site or other locations in the County. This position is roughly 90% fieldwork. Employees must reside in WA state and within a reasonable distance to King County.

Employees will be provided with a County issued laptop and must maintain a workspace with an internet connection (access may be supplemented in some situations) where they can reliably perform work and remain available and responsive during scheduled work hours. Please note, that when an employee conducts work that is likely to bring them in contact with another individual, safety precautions are required by the department in alignment with the Public Health Directive from the Seattle & King County Public Health Officer. King County is doing its part to reduce the spread of COVID-19 and remains committed to reducing our carbon footprint.

To support employees during this time King County has a robust collection of tools and resources to support working remotely. The individual selected for this opportunity will be joining an innovative and progressive team.

Work Location: Field work throughout the county (about 90%), teleworking at home (about 10%), and occasionally at King Street Center, 201 S. Jackson St., Seattle, WA 98104.

WORK SCHEDULE: These are hourly positions that are governed by the provisions of the Fair Labor Standards Act and are overtime pay eligible with prior approval. These are 40-hour per week positions and work schedules may vary between 8:00 a.m.–4:30 p.m. Monday–Friday or 7:00 a.m.-5:30 p.m. Monday-Thursday. Some work outside of normal working hours may be required (but will be arranged ahead of time).

This position is not eligible for benefits, although a King County ORCA (public transportation) card will be provided for the term of employment.

JOB DUTIES:

- Safely control weeds using herbicide application and physical removal or other control methods.
- Safely conduct field surveys via vehicle, boat (human- and motor-powered), and on foot to identify, document, and map weed infestations using GPS equipment and smartphones (provided).
- Carry out control of noxious weed infestations on rivers, lakes, and in urban, rural and natural areas. Safely travel on varied, uneven terrain, in moving water, and work in all weather conditions.
- Collaborate effectively with coworkers.
- Safely drive King County vehicles to job sites.
- Communicate with landowners to coordinate control of weed infestations and provide educational and technical services regarding weed management.
- Respond to requests for weed management information from the public.
- Assist with accurately recording and maintaining mapping data. Assist with data analysis, editing, and quality control.
- Assist with community outreach, public presentations, training, and educational events.
- Proactively maintain field gear.
- Other related duties as assigned.
- Position is mostly field based, but some office tasks will be needed to be completed. (see telecommuting requirement).

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

- Ability to perform multiple tasks, prioritizing work and managing own time.
- Ability to conduct noxious weed surveys from a car and on foot over terrain of varying difficulty, including steep areas and dense vegetation while carrying gear.
- Ability to carry a heavy backpack (up to 40lbs) in rough terrain for long periods during the day. Exposure to a variety of weather conditions expected.
- Ability to work independently and as part of a team, coordinating with others to facilitate teamwork.
- Flexibility in changing work conditions, daily assignments, and project leaders.
- Ability to learn to operate and work from a raft or canoe.
- Interest or experience in plant biology, natural sciences, natural resource management, weed control and/or related field.
- Interest in basic plant characteristics and biology.
- Interest or ability in identifying some common plants found in western Washington.
- Interested in learning about principles of Integrated Pest Management and weed control methods.
- Comfortable speaking with members of the public, in person or on the phone.

- Willingness to communicate and learn from your team, problem solve and re-prioritize goals throughout the season
- Comfortable in and around moving and deep water; ability to safely manage yourself in and around moving and deep water.
- Knowledge about Microsoft Office applications, online maps and common smartphone applications.

WORK ENVIRONMENT & PHYSICAL REQUIREMENTS: This position requires the ability to perform extensive field work in occasionally difficult conditions, including walking on uneven terrain and in slippery conditions; walking through mucky, brushy or densely forested sites; working in and around streams, rivers, and wetlands; carrying up to 40 pounds of field equipment; paddling canoes on lakes and working from human-powered watercraft. Long hours (10+ hour days) are occasionally needed for field work. Fieldwork will sometimes involve working in remote locations and during all weather.

NECESSARY SPECIAL REQUIREMENTS:

- A final offer of employment will be contingent upon successfully passing a pre-employment physical. (Provided and scheduled by King County)
- Possession of a valid Washington State Driver's license prior to employment.
- Must be able to safely manage yourself in and around moving and deep water.
- Must be able to work occasional evening and weekends.
- Must be able to obtain a Washington State Public Pesticide Operator license within 30 days of hire (can prepare for and obtain the license while on the job). License fees paid by employer.

Application and Selection Process: Application materials will be screened for clarity, completeness of the resume, and responsiveness to the list of experience, qualifications, knowledge and skills. The most competitive candidates may be invited to participate in one or more panel interviews.

Application without the following required materials may not be considered for this position.

- Resume

You must complete and email all required materials (resume) to **rweeds@kingcounty.gov**

Acceptable forms for application materials documents are .doc, .docx, .pdf.
Applications without all required materials may not be considered for this position.

For more information regarding this recruitment, please contact:
rweeds@kingcounty.gov or Ben Peterson 206-477-4724

COVID-19 Vaccination Requirement

King County Executive Branch employees are required to be fully vaccinated against COVID-19. If you are the successful candidate for the position you applied for, the County will send you a conditional offer letter.

As a condition of employment, prior to a final offer of employment, you will be required to:

- submit proof of vaccination, or
- have an approved request for medical or religious exemption and an approved accommodation. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for an exemption or accommodation.

People are considered fully vaccinated against COVID-19 two weeks after receiving the final dose of a vaccination approved by the Center for Disease Control and Prevention (CDC).

The Executive Branch includes employees in the Executive branch, the Assessor's Office, Elections, the King County Sheriff's Office, and the Executive Office.

Forbes recently named King County as one of Washington State's best employers.

Together, with leadership and our employees, we're changing the way government delivers service and winning national recognition as a model of excellence. Are you ready to make a difference? **Come join the team dedicated to serving one of the nation's best places to live, work and play.**

Guided by our "True North", we are making King County a welcoming community where every person can thrive. We value diversity, inclusion and belonging in our workplace and workforce. To reach this goal we are committed to workforce equity. Equitable recruiting, support, and retention is how we will obtain the highest quality workforce in our region; a workforce that shares and will help advance our guiding principles--we are one team; we solve problems; we focus on the customer; we drive for results; we are racially just; we respect all people; we lead the way; and we are responsible stewards. We encourage people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

SUPPLEMENTAL INFORMATION:

King County is an Equal Employment Opportunity (EEO) Employer

No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class. Our EEO policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

UNION MEMBERSHIP: This is a non-represented position.

For questions regarding this announcement please email:

rweeds@kingcounty.gov or Ben Peterson 206-477-4724

**If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the department's Human Resources Service Delivery Manager:
Calvin Rivers (206) 263-1986, crivers@kingcounty.gov**